



UNIVERSITY OF
LINCOLN

Alcohol and Substance Misuse Policy

Contents

Policy Statement

Responsibilities: Heads of School, Residential Services, Students, Engine Shed/Tower Bar

Arrangements for Students with Suspected Alcohol or Substance Problems

Dealing with the Discovery of Illegal Drugs or Someone Using Drugs on University Premises

1. Policy Statement

- 1.1 The Health and Safety at Work etc Act 1974 places a duty of care on the University of Lincoln with regards to its students using the University buildings.
- 1.2 Students have a responsibility to take reasonable care of their own health and safety and of any other persons (who may be affected by their acts or omissions whilst at work). The University recognises that this can be put at risk by those who abuse alcohol or substances to such an extent that it may affect their health, performance, conduct and relationships.
- 1.3 This policy applies to students whose abuse of alcohol and/or other substances (either legal or illegal) affects their overall performance or conduct, when working (anywhere) for the University or when in University buildings.
- 1.4 It is in the interest of the University and its students that individuals suffering from illness related to alcohol/substance misuse are identified and encouraged to seek specialist help as early as possible.
- 1.5 Any student believed to be under the influence of alcohol, drugs or other substances (either legal or illegal) and where this is affecting conduct, performance, relationships, and the health and safety of themselves and/or others (who may be affected by their acts or omissions) may be told to leave the University buildings. They may also be subject to disciplinary action (up to and including expulsion) or exclusion from University buildings.
- 1.6 The misuse of alcohol or drugs does not exonerate an individual from the results of their actions or from associated disciplinary action. In addition, the University will comply with the Misuse of Drugs Act 1971, and notify the Police if a student is found to be in possession of illegal drugs or to be supplying/producing illegal substances.
- 1.7 If a student is charged, convicted or obtains a criminal record through the possession and/or supply of drugs, they may be subject to disciplinary action up to and including expulsion.

2. Responsibilities

Heads of School

- 2.1 Heads of School are responsible for ensuring that this policy is brought to the attention of students. This will be achieved through informing students during the induction process of the University.

Residential Services

- 2.2 Residential Services are responsible for ensuring that this policy is brought to the attention of students in University accommodation. This will be achieved through informing students during the induction process of the University.

Students

- 2.3 Students should notify the Residential Services concerning incidents involving alcohol and substance abuse at the University or the Halls of Residence.
- 2.4 Students have a responsibility not to be involved in the use or sale of, or be under the influence of, illegal drugs while at the University, on a student placement, or living in University accommodation.

- 2.5 Students should avoid "covering up" or colluding with colleagues whose behaviour or performance is affected by alcohol or other substances. They should urge colleagues to seek help.
- 2.6 All students have a personal responsibility to check (with their GP or Pharmacist) if there are likely to be performance affecting side-effects resulting from taking prescribed or over the counter medication. They are to inform their Personal Tutor if necessary, when this may be the case.
- 2.7 Students have a responsibility not to be affected by the consumption of alcohol nor other substances which might affect performance, when at work, on a placement, in assessment or studying at the University.

Engine Shed/Tower Bar

The Engine Shed and Tower Bars, as licensed premises, have very specific obligations relating to the sale and consumption of alcohol. Full details are available from the Engine Shed on 01522 837400.

3. Arrangements for Students with Suspected Alcohol/Substance Problem

Suspected Alcohol/Substance abuse problem

- 3.1 Students who suspect or know they have an alcohol/substance abuse related problem should seek specialist help voluntarily. Confidential help and support may be obtained from the The University of Lincoln's Student Wellbeing Centre, a GP or a specialist external agency where students will be dealt with under the confidentiality framework of the respective group.
- 3.2 Equally, where any member of the University believes a student may be suffering from an alcohol /substance abuse related problem they should encourage them to seek help from services cited in 3.1.

Misconduct relating to Alcohol/Substance abuse

- 3.3 Breaches of this policy shall be defined as misconduct under the Student Conduct and Disciplinary Regulations (Part C of the University General Regulations). The rules relating to consideration of misconduct, warnings and penalties shall apply in each case.

Rehabilitation

- 3.4 The University recognises that it may take a student a period of time to re-adjust during recovery. During this period, the appropriate member of staff should work closely with the student, if necessary in liaison with the Head of School, to ensure sympathetic consideration and support.
- 3.5 Signs of relapse should be monitored closely and if it becomes apparent that the student has not overcome their problem, further discussion should be arranged in consultation with the appropriate agency.

Interruption of studies

- 3.6 There may be circumstances in which the health of a student suggests the consideration of interruption of studies on the grounds of ill health. The appropriate agreed procedure should then be followed.

4. Dealing with the Discovery of Illegal Drugs or Someone Using Drugs on University premises

Campuses

- 4.1 In the event of a member of staff or student discovering illegal drugs or suspected illegal drugs, they should contact Security immediately on extension 6062 or 01522 886062.

Student Accommodation

- 4.2 In the event of a member of staff or student discovering illegal drugs or suspected illegal drugs within core hours (9.00 am - 5.00 pm) they should contact the Residential Services immediately.
- 4.3 Outside of these core hours, in the event of a member of staff or student discovering illegal drugs or suspected illegal drugs they should contact Security immediately on extension 6062 or 01522 886062.